

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-296813	Date Filed 6/1/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer IAM CREST		b. Tel. No. (301) 967-4707
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 9000 Machnist Place MD Upper Marlboro 20772	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 1
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service Employment safety/Vocational Services	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 06/01/2022 02:02:43 PM

Tel. No.
(b) (6), (b) (7)(C)Office, if any, Cell No.
(b) (6), (b) (7)(C)

Fax No.

e-mail
(b) (6), (b) (7)(C)WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from engaging in protected concerted activities.

Work Rule
Required to pay union dues

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FIRST AMENDED

DO NOT WRITE IN THIS SPACE

Case

19-CA-296813

Date Filed

7/19/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer IAM CREST		b. Tel. No. (301) 967-4707
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 9000 Machnist Place MD Upper Marlboro 20772	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 1
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service Employment safety/Vocational Services	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 (2) & (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of labor organization filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
(b) (6), (b) (7)(C) of my knowledge and belief.

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

Address:

Date 09/01/2022 02:02:43 PM

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from engaging in protected concerted activities.

Work Rule
Required to pay union dues

8(a)(2) & (3)

The Employer requires its employees to become members of a union as a condition of employment, deducts union dues from the wages of those employees, and transmits those dues to a labor organization that does not represent employees, in conduct in violation of Section 8(a)(1), (2), and (3) of the Act.

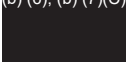

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-296928Date Filed
6/2/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer 360 Sheet Metal Products		b. Tel. No. (360) 750-8558
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2400 NE 65th Ave. A WA Vancouver 98661	e. Employer Representative (b) (6), (b) (7)(C) 	g. e-mail  @360sheetmetal.com
		h. Number of workers employed 15
		i. Type of Establishment (factory, mine, wholesaler, etc.) Others
j. Identify principal product or service Sheet metal fabricator		

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Brian Noble

International Association of Sheet Metal, Air, Rail, and Transportation Workers, Local 16

4a. Address (Street and number, city, state, and ZIP code) 2379 NE 178th Ave. OR Portland 97230	4b. Tel. No. (503) 234-0123
	4c. Cell No.
	4d. Fax No.
	4e. e-mail bnoble@smw16.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Daniel Hutzenbiler

(signature of representative or person making charge)

(Print/type name and title or office, if any)

1635 NW Johnson St

Address Portland OR 97209

Date 06/02/2022 02:41:36 PM

Tel. No.
(503) 226-6111

Office, if any, Cell No.

Fax No.

e-mail
dhutzenbiler@mbjlaw.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-296956	6/2/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Garden Cycles LLC		b. Tel. No. (206) 650-9807
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 7016 18 th Ave SW, Seattle, WA 98106-5100	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail gardencycles@hotmail.com
		h. Number of workers employed 18
i. Type of Establishment (factory, mine, wholesaler, etc.) Maintenance	j. Identify principal product or service Landscaping	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer has violated the Act by:

- Making threatening, coercive, and intimidating statements
- Making statements that denigrated and undermined the union
- Threatening employees against engaging in protected concerted activity
- Making unilateral changes to terms and conditions of employment, including but not limited to employees' compensation and the Green Commute Incentive Program
- Retaliating against (b) (6), (b) (7)(C) by terminating (b) (6) employment
- Refusing to bargain in good faith
- Failing to furnish information the union requested

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Laborers International Union of North (LIUNA) Local 242

4a. Address (Street and number, city, state, and ZIP code) 22323 Pacific Hwy S Des Moines, WA 98198	4b. Tel. No. (206) 442 0470
	4c. Cell No.
	4d. Fax No.
	4e. e-mail jball@nwlaborers.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Laborers International Union of North (LIUNA)

6. DECLARATION

I declare that I have read the above charge and that the statements are true
to the best of my knowledge and belief.

(signature of representative or person making charge)

Danielle Franco-Malone, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 06/02/2022

Tel. No.
(206) 257 6011

Office, if any, Cell No.

Fax No. 206-378-4132

e-mail
franco@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-296976

Date Filed

6/2/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Multicare		b. Tel. No. (253) 459-6600
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 315 Martin Luther King Jr. Way MS 315-P5-TGO WA Tacoma 98465	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@multicare.org
h. Number of workers employed 1100		
i. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare Facilities	j. Identify principal product or service Tacoma General Hospital	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 06/02/2022 10:32:26 AM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
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Basis of the Charge

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

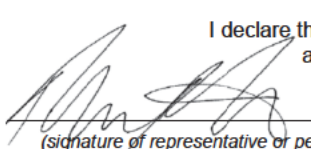
Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Progressive Guidance 3	(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-297064	Date Filed 6/3/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Cadman Eastside	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) PO Box 97038 Redmond, WA 98073	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@cadman.com
	h. Number of workers employed 60
i. Type of Establishment (factory, mine, wholesaler, etc.) Construction – Supplies and Fixtures	j. Identify principal product or service Concrete
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the Employer unilaterally assigned bargaining unit work to non-unit subcontractors without bargaining with the Union, in retaliation for workers' participation in protected concerted activities and in violation of an established past practice.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Teamsters Local 174	
4a. Address (Street and number, city, state, and ZIP code) 14675 Interurban Ave S, Suite 303 Tukwila, WA 98168	4b. Tel. No. 206 441 6060
	4c. Cell No.
	4d. Fax No. 206 441 4853
	4e. e-mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	
Marina Multhaup, Attorney (Print/type name and title or office, if any) Date 06/03/2022	
Tel. No. 206 257 6001	
Office, if any, Cell No.	
Fax No. 206-378-4132	
e-mail Multhaup@workerlaw.com	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

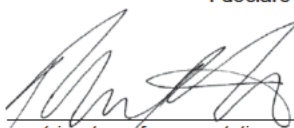
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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-297066	Date Filed 6/3/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Cadman Seattle		b. Tel. No. (b) (6), (b) (7)(C)	
		c. Cell No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) PO Box 97038 Redmond, WA 98073		e. Employer Representative (b) (6), (b) (7)(C)	
		g. e-mail (b) (6), (b) (7) @cadman.com	
		h. Number of workers employed 49	
i. Type of Establishment (factory, mine, wholesaler, etc.) Construction Supplies & Fixtures		j. Identify principal product or service Concrete	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Within the last six months, the Employer unilaterally assigned bargaining unit work to non-unit subcontractors without bargaining with the Union, in retaliation for workers' participation in protected concerted activities and in violation of an established past practice.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number)			
General Teamsters Local Union # 174			
4a. Address (Street and number, city, state, and ZIP code) 14675 Interurban Ave S Tukwila, WA 98168		4b. Tel. No. 206-441-7470	
		4c. Cell No.	
		4d. Fax No.	
		4e. e-mail	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
International Brotherhood of Teamsters			
6. DECLARATION		Tel. No. 206-257-6001	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Office, if any, Cell No.	
 (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119		Marina Multhaup, Attorney (Print/type name and title or office, if any)	
Date 06/03/2022		Fax No. 206-378-4132	
		e-mail multhaup@workerlaw.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

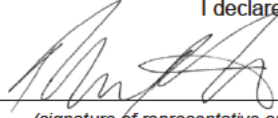
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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-297070	Date Filed 6/3/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Stoneway Concrete	b. Tel. No. 425 266 1000
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 9125 10th Avenue S Seattle, WA 98108	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@stonewayconcrete.com
	h. Number of workers employed 39
i. Type of Establishment (factory, mine, wholesaler, etc.) Construction — Supplies & Fixtures	j. Identify principal product or service Concrete
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the Employer unilaterally assigned bargaining unit work to non-unit subcontractors without bargaining with the Union, in retaliation for workers' participation in protected concerted activities and in violation of an established past practice.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) General Teamsters Local Union # 174	
4a. Address (Street and number, city, state, and ZIP code) 14675 Interurban Ave S Tukwila, WA 98168	4b. Tel. No. 206-441-747
	4c. Cell No.
	4d. Fax No.
	4e. e-mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	
Marina Multhaup, Attorney (Print/type name and title or office, if any) Date 06/03/2022	
Tel. No. 206-257-6001	
Office, if any, Cell No.	
Fax No. 206-378-4132	
e-mail muthaup@workerlaw.com	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-297087Date Filed
6-6-2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Stafford Health Services at Ridgemont		b. Tel. No.
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2051 Potter Avenue Port Orchard, WA, 98366	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @staffordcare.com
		h. Number of workers employed 85-100
i. Type of Establishment (factory, mine, wholesaler, etc.) Skilled nursing facility	j. Identify principal product or service Long-Term and Transitional Care	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

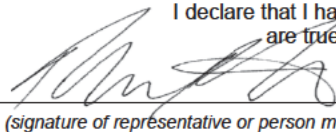
See Attached.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
SEIU 775

4a. Address (Street and number, city, state, and ZIP code) 215 Columbia St. Seattle, WA 98104	4b. Tel. No. 866-371-3200
	4c. Cell No.
	4d. Fax No.
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.
(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 06/06/2022

Tel. No.
206-257-6001

Office, if any, Cell No.

Fax No.
206-378-4132e-mail
multhaup@workerlaw.comWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

2. Basis of the Charge

Within the past month, the Employer has engaged in unfair labor practices, interfered with workers' protected Section 7 activities, retaliated against workers for exercising their Section 7 rights, and illegally misled workers in attempt to discourage union support by, among other things:

- Denying on-call work to qualified staff, despite urgent need for more staff and at the risk of resident care, in retaliation for protected, concerted activities;
- Sending (b) (6), (b) (7)(C) home and paying (b) (6), (b) (7)(C) to sit at home, despite urgent need for more staff and at the risk of resident care, in attempt to silence workers and in retaliation for protected, concerted activities;
- Constructively discharging and/or terminating (b) (6), (b) (7)(C) in attempt to discourage support for unionizing, and in retaliation for (b) (6), (b) (7)(C) protected, concerted activities;
- Constructively discharging and/or terminating (b) (6), (b) (7)(C), despite urgent need for more staff and at the risk of resident care, in retaliation for (b) (6), (b) (7)(C) protected, concerted activities;
- Surveilling known union leaders and/or creating the impression of surveillance for workers involved in union activities;
- Attempting to stop workers from receiving information about the benefits of unionization by illegally removing union literature from nonwork areas;
- Attempting to stop workers from exercising their right to form a union, by illegally instructing employees that they are not allowed to talk about the union at any time at the workplace;
- Attempting to keep workers from knowing about the benefits of unionization by illegally misleading employees and telling employees that their direct relationships with management will end if they vote for a union;
- Attempting to confuse and mislead workers about the benefits of unionization by circulating misinformation about the union in ways designed to threaten employees and coerce them into voting no;
- Denying workers their legal right to form a union by creating an atmosphere of fear among the employees designed to chill union organizing activities.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
1st AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-297087Date Filed
1/17/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Stafford Health Services at Ridgemont		b. Tel. No. (360) 876-4461
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)
		h. Number of workers employed 85
i. Type of Establishment (factory, mine, wholesaler, etc.) Skilled Nursing Facility		j. Identify principal product or service Long-Term and Transitional Care

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six (6) months, the above named Employer has engaged in the following discriminatory actions toward its employees in an attempt to discourage union support:

- 1) Constructively discharging and/or terminating (b) (6), (b) (7)(C) in attempt to discourage support for unionizing, and in retaliation for (b) (6) protected, concerted activities;
- 2) Surveilling known union leaders and/or creating the impression of surveillance for workers involved in union activities; and
- 3) Attempting to stop workers from receiving information about the benefits of unionization by illegally removing union literature from non-work areas.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Service Employees International Union, Local 775

4a. Address (Street and number, city, state, and ZIP code) 215 Columbia Street Seattle, WA 98104	4b. Tel. No. 866-371-3200
	4c. Cell No.
	4d. Fax No.
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Marina Multhaup, Esq.

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP, 18 W. Mercer Street, Suite
Address 400, Seattle, WA 98119

Date 1/17/2023

Tel. No.
(206) 257-6001

Office, if any, Cell No.

Fax No.
(206) 378-4132e-mail
multhaup@workerlaw.comWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT


Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-297236	Date Filed 6/7/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation	b. Tel. No. (206) 318-2212
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 17101 27 th Ave NE #A, Marysville, WA 98271	e. Employer Representative Howard Schultz, CEO
	g. e-mail hschultz@starbucks.com
	h. Number of workers employed Approx. 24
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the Employer violated the Act when, among other things, it required a worker to take off clothing with union insignia and terminated Katie McCoy for recording a conversation with her store manager and shift supervisor. The Employer's illegal and retaliatory conduct is causing an irreparable impact on workers' rights to organize. As a result, the Union requests that the Board seek immediate 10(j) relief.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	
Michael White, Attorney (Print/type name and title or office, if any) Date 06/07/2022	
Tel. No. (206) 257-6032	
Office, if any, Cell No.	
Fax No. (206) 378-4132	
e-mail white@workerlaw.com	


**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-297282	Date Filed 6/8/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212	
		c. Cell No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) 4303 Guide Meridian, Bellingham, WA 98226		e. Employer Representative Howard Schultz, CEO	
		g. e-mail hschultz@starbucks.com	
		h. Number of workers employed Approx. 23	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop		j. Identify principal product or service Food and Beverage	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the Employer violated the Act when, among other things, it solicited grievances from workers after the Union filed a representation petition at the Bellingham Guide Meridian store.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United			
4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103		4b. Tel. No. (646) 448-6414	
		4c. Cell No.	
		4d. Fax No. (215) 575-9065	
		4e. e-mail rminter@pjbwu.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union			
<p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p></p> <p>(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119</p> <p>Michael White, Attorney (Print/type name and title or office, if any)</p> <p>Date 06/08/2022</p>		Tel. No. (206) 257-6032	
		Office, if any, Cell No.	
		Fax No. (206) 378-4132	
		e-mail white@workerlaw.com	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

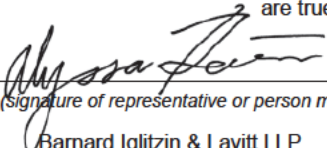
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**AMENDED CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-297282	Date Filed 7/26/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation	b. Tel. No. 206-318-2212
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 4303 Guide Meridian, Bellingham, WA 98226	e. Employer Representative Howard Schultz, CEO
	g. e-mail hschultz@starbucks.com
	h. Number of workers employed 25
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachment	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd Street, Philadelphia, PA 19103	4b. Tel. No. 646-448-6414
	4c. Cell No.
	4d. Fax No. 212-575-9065
	4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;">  (Signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119 </div> <div style="width: 45%;"> Alyssa Garcia, Attorney (Print/type name and title or office, if any) </div> </div>	
<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> Date 07/26/2022 </div> <div style="width: 45%;"> Tel. No. (206) 257 6007 Office, if any, Cell No. Fax No. 206-378-4132 e-mail Garcia@workerlaw.com </div> </div>	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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ATTACHMENT

2. Basis of the Charge

Within the last six (6) months, Starbucks Corporation (the “Employer”) has coerced and/or discouraged employees in their exercise of protected activities in violation of Section 8(a)(1) of the Act by soliciting their grievances during a nationwide unionizing campaign in a manner the Employer had not done before the union campaign(s) began, including by:

- 1) In about late January or February 2022 (on a date better known to the Employer), by (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) at Store #354 (“the Store”), asking partners about changes they wanted to see in the Store;
- 2) In about April 2022 (on a date better known to the Employer), by (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) at the Store, inviting partners to come share their concerns with (b) (6), (b) (7)(C) about what was going on at the Store and informing them that the Employer planned to fix these things as quickly as possible;
- 3) In about April 2022 (on the same date as the solicitation involved in #2, above), by (b) (6), (b) (7)(C) at the Store, informing partners that (b) (6) was developing a list of changes to make at the Store and soliciting partners’ proposed additions to this list;
- 4) On about May 11, 2022, by (b) (6), (b) (7)(C) at the Store, telling partners that (b) (6) wanted to do better so that the partners did not want to “do this” – referring to the Store’s partners’ filing of their petition in Case 19-RC-295481 on May 9, 2022 (two days prior);
- 5) On about May 14, 2022, by (b) (6), (b) (7)(C) at the Store, asking partners whether there were things the Store could work on that (b) (6), (b) (7)(C) could pass on to (b) (6), (b) (7)(C) and
- 6) On about May 21, 2022, by (b) (6), (b) (7)(C) at the Store, soliciting partners’ grievances and proposed additions to a list of “Store Goals” to accomplish within 30, 60, and 90 days.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-297356Date Filed
6-9-2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Connections Education LLC d/b/a Washington Connections Academy		b. Tel. No. 360-338-6340
		c. Cell No. 360-338-6340
		f. Fax. No. 360-628-8808
c. Address (Street, city, state, and ZIP code) 111 Tumwater Blvd. SE, Suite B203 Tumwater WA 98501	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @waca.connectionsacademy.org
i. Type of Establishment (factory, mine, wholesaler, etc.) Online K-12 Education Provider	j. Identify principal product or service K-12 Education	h. Number of workers employed Approximately 104

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months the employer has intimidated workers exercising their protected Section 7 rights and interfered with their protected activities by, among other things, subjecting workers to coercive captive audience meetings during which the employer made statements threatening employees with loss of benefits and jobs because of the exercise of their Sections 7 rights, told employees the selecting union representation would be a futility, told employees they would not be allowed to have a voice in their union's representation of them and told employees that because of the exercise of their Section 7 rights, the employer would have to curtail or end its operations.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employees International Union, Local 925

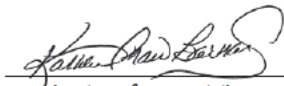
4a. Address (Street and number, city, state, and ZIP code) 1914 N. 34 th St. Suite 100 Seattle WA 98103	4b. Tel. No. (206) 322-3010
	4c. Cell No. (253) 297-9149
	4d. Fax No. (206) 547-5581
	4e. e-mail sbright@seiu925.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true
to the best of my knowledge and belief.



(signature of representative or person making charge)

Kathleen P. Barnard

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 06/09/2022

Tel. No.
(206) 257-6002

Office, if any, Cell No.

Fax No.
(206) 378-4132e-mail
barnard@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION
1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
1st AMENDED CHARGE AGAINST
EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-297356	Date Filed 6/21/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Connections Education LLC d/b/a Washington Connections Academy		b. Tel. No. 360-338-6340
		c. Cell No. 360-338-6340
		f. Fax No. 360-628-8808
c. Address (Street, city, state, and ZIP code) 111 Tumwater Blvd. SE, Suite B203 Tumwater WA 98501	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@waca.connectionsacademy.org
		h. Number of workers employed Approximately 104
i. Type of Establishment (factory, mine, wholesaler, etc.) Online K-12 Education Provider	j. Identify principal product or service K-12 Education	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the last six months the employer threatened employees with loss of favorable working conditions, benefits and jobs because of the exercise of their Sections 7 rights, told employees that selecting union representation would be a futility, told employees they would not be allowed to have a voice in their union's representation of them and told employees that because of the exercise of their Section 7 rights, the employer would have to curtail or end its operations causing the employees to self-destruct their employment.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employees International Union, Local 925

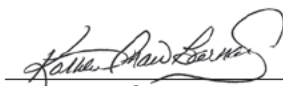
4a. Address (Street and number, city, state, and ZIP code) 1914 N. 34 th St. Suite 100 Seattle WA 98103	4b. Tel. No. (206) 322-3010
	4c. Cell No. (253) 297-9149
	4d. Fax No. (206) 547-5581
	4e. e-mail sbright@seiu925.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true
to the best of my knowledge and belief.



(signature of representative or person making charge)

Kathleen P. Barnard

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 06/21/2022

Tel. No.
(206) 257-6002

Office, if any, Cell No.

Fax No.
(206) 378-4132

e-mail
barnard@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

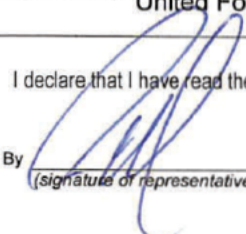
19-CA-297439

Date Filed

6/9/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Fred Meyer Stores		b. Tel. No. 253-826-8400	
		c. Cell No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) 1201 Valley Ave E., Sumner, WA 98390		e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) P.O. Box 42121, Portland, OR 97242-0121	
		g. e-Mail (b) (6), (b) (7)(C)@fredmeyer.com	
		h. Number of workers employed 500 plus	
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail Grocer		j. Identify principal product or service Food and General Merchandise	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (1) (5) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See attachment			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food and Commercial Workers Union, Local No. 367			
4a. Address (Street and number, city, state, and ZIP code) 6403 Lakewood Drive West, Tacoma, WA 98467-3331 c/o Mia Cardenas		4b. Tel. No. 253-589-0367	
		4c. Cell No.	
		4d. Fax No.	
		4e. e-Mail mcardenas@ufcw367.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union, AFL-CIO			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. 253-528-0278	
By  (signature of representative or person making charge)		Office, if any, Cell No. 406-300-2072	
James G. McGuinness (Print/type name and title or office, if any)		Fax No. 253-528-0276	
4218 227th Ave. Ct. East, Buckley, WA 99321		e-Mail jim@mcguinnessstreepy.com	
Address		(date) 6-9-2022	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

BASIS OF CHARGE ATTACHMENT

Within the last six months, the above-named employer violated the National Labor Relations Act by denying union representatives access to its store premises in Sumner, WA to address safety hazards in areas of the store accessible to bargaining unit employees.

Also, within the last six months, the above-named employer violated the National Labor Relations Act by unilaterally cancelling an established past practice granting union representatives access to stores to conduct such safety checks in all areas accessible to unit employees.

Also, within the last six months, the above-named employer violated the Act by interfering with and unlawfully surveilling union representatives who accessed the store for other representational activities consistent with language in the parties' collective bargaining agreement and associated past practices.

Also, within the last six months, the above-named employer has violated the National Labor Relations act by requiring general merchandise employees working at the same store to attend coercive captive audience meetings wherein the employer disseminated false and misleading information to those employees about the charging party's representational status at other Fred Meyer store locations.

Also, within the last six months, the above-named employer violated the Act by banning union representatives from accessing the "non-union" side of the Sumner store for any reason, which interferes with the Union's ability to fulfill its implied legal obligation to obtain authorization cards from a majority of the general merchandise employees before demanding recognition under a contractual future stores clause.

Also, within the last six months, the above-named employer violated the National Labor Relations Act by unilaterally cancelling an established past practice granting union representatives access to stores to obtain authorization cards from employees covered under future stores contractual language.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-297441	6/10/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Amazon.com Services LLC		b. Tel. No. (206) 266-1000
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 440 Terry Avenue North WA Seattle 98109	e. Employer Representative Andrew R. Jassy Chief Executive Officer of Amazon	g. e-mail
		h. Number of workers employed 1000000

i. Type of Establishment (factory, mine, wholesaler, etc.) Others	j. Identify principal product or service Various products and services
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The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
(b) (6), (b) (7) Vice President

Amazon Labor Union

4a. Address (Street and number, city, state, and ZIP code) 67 Radford Avenue NY Staten Island 10314	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)@amazonlaborunion.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Amazon Labor Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Seth Goldstein Esq.
Attorney

(Print/type name and title or office, if any)

217 Hadleigh Drive

Address Staten Island NY 10314

Date 06/10/2022 12:13:18 PM

Tel. No.
(646) 460-1309Office, if any, Cell No.
(646) 460-1309

Fax No.

e-mail
sgoldstein@amazonlaborunion.org**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they joined or supported a union.

Name of Employer's Agent/Representative who made the statement	Approximate date
(b) (6), (b) (7)(C)	06/08/2022

FORM NLRB-501
(3-21)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER
First Amended

DO NOT WRITE IN THIS SPACE	
Case 19-CA-297441	Date Filed 7-5-2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Amazon.com Services LLC.	b. Tel. No. 206-266-1000
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 440 Terry Avenue North WA Seattle 98109	e. Employer Representative Andrew R. Jassy Chief Executive Officer of Amazon
	g. e-mail
	h. Number of workers employed 1,000,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Others	j. Identify principal product or service Various products and services
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
1. Within the past six months, Amazon.com Services has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they joined or supported a union. On or about June 8, 2022, (b) (6), (b) (7)(C) threatened Amazon employees with the loss of benefits if they chose to be represented by a union.	
2. Within the past six months, Amazon.com Services has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they joined or supported a union. On or about April 14, 2022, (b) (6), (b) (7)(C) threatened Amazon employees with the loss of benefits if they chose to be represented by a union.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Amazon Labor Union	
4a. Address (Street and number, city, state, and ZIP code) 900 South Avenue, Suite 100 Staten Island, NY 10314	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)@amazonlaborunion.com
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Amazon Labor Union	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
Seth Lewis Goldstein, Esq. Attorney	
(signature of representative or person making charge)	(Print/type name and title or office, if any)
900 South Avenue, Suite 100, Staten Island, NY 10314	7/5/2022
Address	Date
	Tel. No. 646-460-1309
	Office, if any, Cell No. 646-460-1309
	Fax No.
	e-mail sgoldstein@amazonlaborunion.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-297460Date Filed
6/10/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Est. 245,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attached

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Gabe Frumkin, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Date 06/10/2022

Tel. No.
(206) 257-6012

Office, if any, Cell No.

Fax No.
(206) 378-4132e-mail
frumkin@workerlaw.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

2. Basis of the Charge

Within the last six months, and particularly on or about June 10, 2022, Starbucks through its CEO Howard Schultz violated the Act when:

1. Schultz made an implied or actual threat to refuse to engage in good-faith bargaining with the Union.
2. Schultz made an implied or actual statement of futility by saying Starbucks will never accept the Union.
3. Schultz made an implied or actual threat that Starbucks will lose business because customers will go elsewhere if workers unionize.

These announcements constitute an unlawful refusal to bargain in good faith at the more than 150 stores at which employees have already voted to unionize nationwide, and constitute unlawful statements that could deter employees at hundreds of other stores currently organizing nationwide from engaging in protected activity. Because of Schultz's demonstrated propensity for using his national platform to make unlawful statements and their potential to inflict irreparable injury upon numerous ongoing union organizing efforts throughout the country, relief under Section 10(j) is requested.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**FIRST AMENDED CHARGE
AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE

Case
19-CA-297460Date Filed
11/14/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Est. 245,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, and particularly on or about June 9, 2022, during a "DealBook DC" New York Times policy forum interview, Starbucks, through its CEO Howard Schultz, coerced employees in the exercise of protected rights by:

Making an implied or actual statement of futility by saying that Schultz/Starbucks would never accept the Union; and

Promising new benefits in response to employees' union organizing activity.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Gabe Frumkin, Attorney

(Print/type name and title or office, if any)

Address Seattle, WA 98119

Date 11/11/2022

Tel. No.
(206) 257-6012

Office, if any, Cell No.

Fax No.
(206) 378-4132e-mail
frumkin@workerlaw.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**


Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-297562	Date Filed 6/13/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Ponder LLC	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2413 E. Union Street Seattle, WA 98122	e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)@ponder4u.com
	g. e-mail
	h. Number of workers employed 8
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis retailer	j. Identify principal product or service Cannabis
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the above-named employer violated the National Labor Relations Act by refusing to meet at reasonable times and places with the union to confer about wages and other terms and conditions of employment.</p> <p>Also within the last six months, the above-named employer violated the National Labor Relations Act by engaging in surface bargaining with the union in an effort to avoid reaching an agreement.</p>	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food and Commercial Workers Union, Local 21	
4a. Address (Street and number, city, state, and ZIP code) 5030 First Avenue South, Suite 200 Seattle, WA 98134 c/o Amirah Ziada aziada@ufcw21.org	4b. Tel. No. 206-436-0210
	4c. Cell No.
	4d. Fax No.
	4e. e-mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union, AFL-CIO	
<p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p> James McGuinness, Attorney</p> <p>(signature of representative or person making charge) (Print/type name and title or office, if any)</p>	
Tel. No. 253-528-0278	
Office, if any, Cell No. 406-300-2072	
Fax No. 253-528-0276	
e-mail jim@mcguinnessstreepy.com	
Address 4218 227th Ave. Ct. E., Buckley, WA 99321 Date 6/13/2022	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER
AMENDED

DO NOT WRITE IN THIS SPACE	
Case 19-CA-297562	Date Filed 7/20/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Ponder LLC		b. Tel. No. 206-972-9645
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2413 E. Union Street Seattle, WA 98122	e. Employer Representative (b) (6), (b) (7)(C) [Redacted] (b) (6), (b) (7)(C) @ponder4u.com	g. e-mail
		h. Number of workers employed 8
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis retailer	j. Identify principal product or service Cannabis	

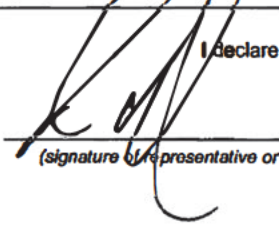
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
Within the last six months, the above-named employer violated the National Labor Relations Act by refusing to meet at reasonable times and places with the union to confer about wages and other terms and conditions of employment.
Also within the last six months, the above-named employer violated the National Labor Relations Act by engaging in surface bargaining with the union in an effort to avoid reaching an agreement.
Also within the last six months, the above-named employer violated the National Labor Relations Act by refusing to provide information to the Union concerning the sale of its business and by engaging in bad faith during effects bargaining over the sale of the business.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
United Food and Commercial Workers Union, Local 21

4a. Address (Street and number, city, state, and ZIP code) 5030 First Avenue South, Suite 200 Seattle, WA 98134 c/o Amirah Ziada aziada@ufcw21.org	4b. Tel. No. 206-436-0210
	4c. Cell No.
	4d. Fax No.
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
United Food and Commercial Workers International Union, AFL-CIO

6. DECLARATION  I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. James McGuinness, Attorney (signature of representative or person making charge) (Print/type name and title or office, if any)		Tel. No. 253-528-0278 Office, if any, Cell No. 406-300-2072 Fax No. 253-528-0276 e-mail jim@mcguinnessstreepy.com
Address 4218 227th Ave. Ct. E., Buckley, WA 99321		Date 7/19/2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA NATIONAL LABOR
RELATIONS BOARD


SECOND AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-297562	8/29/2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Ponder LLC		b. (b) (6), (b) (7)(C)	
		c. (b) (6), (b) (7)(C)	
d. Address (Street, city, state, and ZIP code) 2413 E Union St, Seattle, WA 98122-3045	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.	
		g. (b) (6), (b) (7)(C) ponder4u.com	
		h. er of Workers Employed	
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis Retailer	j. Identify Principal Product or Service Cannabis		
1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about June 13, 2022, the above-named employer has failed and/or refused to provide information to the Union concerning the sale of its business.			

3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food & Commercial Workers Union, Local 21			
4a. Address (Street and number, city, state, and ZIP code) 5030 First Ave S Ste 200, Seattle, WA 98134-2438		4b. Tel. No. (206)436-0210	
		4c. Cell No. (425)326-2813	
		4d. Fax No. (206)436-6700	
		4e. e-mail aziada@ufcw21.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (206)436-0210	
 <u>Amirah H Ziada (Aug 29 2022 12:58 PDT)</u>		Office, if any, Cell No. (425)326-2813	
(signature of representative or person making charge)		Fax No. (206)436-6700	
Address: 5030 First Ave S Ste 200, Seattle, WA 98134-2438		e-mail aziada@ufcw21.org	
(Print/type name and title or office, if any) Amirah H. Ziada Business Representative			
Date: Aug 29, 2022			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-297582	Date Filed 6/13/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Multicare	b. Tel. No. 253-403-1000
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 315 Martin Luther King Jr. Way Tacoma, WA 98405	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail
	h. Number of workers employed unknown
i. Type of Establishment (factory, mine, wholesaler, etc.) Health Care System/Hospital	j. Identify principal product or service Health Care
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Retaliation for union activity	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
(signature of representative or person making charge)	(Print/type name and title or office, if any)
(b) (6), (b) (7)(C)	
Address	Date 06/13/2022
	Tel. No.
	Office, if any, Cell No.
	Fax No.
	e-mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-297589	Date Filed 6/14/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Approx. 150
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months the Employer has violated the Act by, among other things, retaliating against the nationwide union organizing movement and specifically the Seattle-area union organizing movement by declaring it will turn three stores into "Heritage Stores." The Employer announced that it will turn three high-value Seattle Starbucks locations (First & Pike, the Flagship Store, and First & University) into "Heritage Stores," a designation that has never existed before anywhere in the country, and that all workers currently employed at those stores have to reapply for their jobs with no guarantee that they will be rehired. This designation by the Employer is a transparent attempt to stave off unionization efforts at its highest-value locations and to crush known organizing efforts at the First and Pike location by effectively firing all workers it knows or believes to be pro-union.

The Union requests 10(j) relief in this charge.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Date 06/14/2022

Tel. No.
(206) 257-6001

Office, if any, Cell No.

Fax No.
(206) 378-4132e-mail
multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-297594Date Filed
6/14/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Est. 245,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In the last six months, and specifically beginning on or around June 11, 2022, and continuing through the present, the Employer violated the Act by repeatedly publishing announcements regarding the benefit plans first debuted to employees on May 3, 2022 that include unlawful threats and constitute an unlawful withholding of benefits. For example, on or about June 11, 2022, the Employer made a nationwide announcement titled "Creating Our Future Together as Partners" that states that workers at stores where there is a union or where employees are organizing will be deprived of benefits.

These recent communications are a continuation of the Employer's months-long pattern of unlawful nationwide threats to withhold benefits from employees who are exercising their Section 7 rights and grant of benefits to employees who do not. Given the Employer's ongoing pattern of unlawful conduct and the effect it may have on organizing nationwide, relief under Section 10(j) is requested.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



Gabe Frumkin, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Date 06/14/2022

Tel. No.
(206) 257-6012

Office, if any, Cell No.

Fax No.
(206) 378-4132e-mail
frumkin@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-297600	Date Filed 6/14/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer American Rock Products		b. Tel. No. (509) 547-2380
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 11919 Harris Rd. Pasco, WA. 99301	e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Office: (b) (6), (b) (7)(C) Mobile: (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@americanrockproducts.com
		h. Number of workers employed 150
i. Type of Establishment (factory, mine, wholesaler, etc.) Cement/ Redimix	j. Identify principal product or service Cement / Redimix	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about May 16th, (b) (6), (b) (7)(C) commented to (b) (6), (b) (7)(C) known union supporter that if the union won, employees would lose their bonuses and 401(k) contribution. Also, on or about June 1st, plant (b) (6), (b) (7)(C) had a conversation with employee (b) (6), (b) (7)(C) where (b) (6), (b) (7)(C) presented both text messages and names of all union supporters, in exchange for (b) (6), (b) (7)(C). Shortly after each of those union supporters were brought into meetings to discuss their union support. The threat of loss of benefits, promise of promotion, and tracking of union support were in violation of the ACT. We request this ULP serve as a blocking charge.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Teamsters Local 839

4a. Address (Street and number, city, state, and ZIP code) 1103 W. Sylvester St., #1 Pasco, WA. 99301	4b. Tel. No. (509) 547-7513
	4c. Cell No. (206) 795-8566
	4d. Fax No. (509) 546-2560
	4e. e-mail pedro.olguin@jc28.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Pedro E. Olguin, Organizing Director

(Print/type name and title or office, if any)

Tel. No.
(509) 547-7513Office, if any, Cell No.
(206) 795-8566Fax No.
(206) 546-2560e-mail
pedro.olguin@jc28.org

Address 1103 W. Sylvester St., #1, Pasco, WA. 99301

Date 06/14/2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER
AMENDED

DO NOT WRITE IN THIS SPACE	
Case 19-CA-297600	Date Filed 7/27/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer American Rock Products		b. Tel. No. (509) 547-2380
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 11919 Harris Rd. Pasco, WA 99301	e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Office: (b) (6), (b) (7)(C) Mobile: (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@americanrockproducts.com
		h. Number of workers employed 150
i. Type of Establishment (factory, mine, wholesaler, etc.) Cement/Redimix	j. Identify principal product or service Cement/Redimix	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about May 16, 2022, (b) (6), (b) (7)(C) commented to a known union supporter that if the union won, employees would lose their bonuses and 401(k) contributions.

Also, on or about June 1, 2022, (b) (6), (b) (7)(C) had a conversation with an employee where that employee presented both text messages and names of all union supporters in exchange for a promise to (b) (6), (b) (7)(C). Shortly after, each of those union supporters were brought into meetings to discuss their union support.

Within the last six months, the Employer has intimidated workers exercising their protected Section 7 rights and interfered with their protected activities by subjecting workers to mandatory and coercive captive audience meetings.

The threat of loss of benefits, promise of promotion, and tracking of union support were in violation of the Act. We request this ULP serve as a blocking charge.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Teamsters Local 839

4a. Address (Street and number, city, state, and ZIP code) 1103 W. Sylvester St., #1 Pasco, WA 99301	4b. Tel. No. (509) 547-7513
	4c. Cell No. (206) 795-8566
	4d. Fax No. (509) 546-2560
	4e. e-mail pedro.olguin@jc28.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
International Brotherhood of Teamsters**6. DECLARATION**

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



Pedro E. Olguin, Organizing Director

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.
(509) 547-7513Office, if any, Cell No.
(206) 795-8566Fax No.
(509) 546-2560e-mail
pedro.olguin@jc28.org

Address 1103 W. Sylvester St., #1, Pasco, WA 99301

Date 07/27/2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-297651	6/15/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Cellco Partnership d/b/a Verizon Wireless	b. Tel. No. (800) 621-9900
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 1405 SE Everett Mall Way Everett, WA 98208	e. Employer Representative Hans Vestberg, CEO
	g. e-mail hans.vestberg@verizon.com
	h. Number of workers employed 20
i. Type of Establishment (factory, mine, wholesaler, etc.) Telecommunications Service Provider	j. Identify principal product or service Telecommunications Services
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3), (4), (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
On or about June 6, 2022, (b) (6), (b) (7)(C) participated in a meeting with co-workers and (b) (6), (b) (7)(C). During the meeting, (b) (6), (b) (7)(C) announced staffing changes which prompted (b) (6), (b) (7)(C) to ask questions about safe staffing levels for (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) co-workers at the Everett and Lynwood stores. (b) (6), (b) (7)(C) not only refused to answer the question, but threatened (b) (6), (b) (7)(C) with discipline for simply posing the question. Verizon has failed to bargain in good faith by refusing to provide information germane to mandatory subjects of bargaining. Verizon has discriminated against (b) (6), (b) (7)(C) an open and notorious pro-Union advocate at Verizon, because of (b) (6), (b) (7)(C) pro-Union status, to discourage union activities/union membership, and to retaliate against (b) (6), (b) (7)(C) for participating in other Board-related activities.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Communications Workers of America, AFL-CIO	
4a. Address (Street and number, city, state, and ZIP code) 8085 E Prentice Ave Greenwood Village, CO 80111	4b. Tel. No. (303) 770-2822
	4c. Cell No.
	4d. Fax No.
	4e. e-mail thooker@cwa-union.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Communications Workers of America, AFL-CIO	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ William R. Reinken William R. Reinken, Attorney (signature of representative or person making charge) (Print/type name and title or office, if any)	
Tel. No. (303) 721-7399	
Office, if any, Cell No.	
Fax No.	
e-mail wreinken@cwa-union.org	
Address 8085 E Prentice Avenue, Greenwood Village, CO 80111 Date 6-15-2022	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

FIRST
AMENDEDUNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-297651

Date Filed

11/17/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Cellco Partnership d/b/a Verizon Wireless

b. Tel. No.

(800) 621-9900

c. Cell No.

f. Fax No.

d. Address (Street, city, state, and ZIP code)

1405 SE Everett Mall Way
Everett, WA 98208

e. Employer Representative

Hans Vestberg, CEO

g. e-mail

hans.vestberg@verizon.com

h. Number of workers employed
(30)i. Type of Establishment (factory, mine, wholesaler, etc.)
Telecommunications Service Providerj. Identify principal product or service
Telecommunications Services

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about June 6, 2022, (b) (6), (b) (7)(C) participated in a meeting with co-workers and manager (b) (6), (b) (7)(C). During the meeting, (b) (6), (b) (7)(C) announced staffing changes which prompted (b) (6), (b) (7)(C) to ask questions about safe staffing for (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) o-workers at the Everett and Lynwood stores. (b) (6), (b) (7)(C) not only refused to answer the question, but threatened (b) (6), (b) (7)(C) with discipline for simply posing the question. Verizon has discriminated against (b) (6), (b) (7)(C) an open and notorious pro-Union advocate at Verizon, because of (b) (6), (b) (7)(C) pro-Union status, to discourage union activities and union membership.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Communications Workers of America, AFL-CIO

4a. Address (Street and number, city, state, and ZIP code)

8085 E Prentice Ave
Greenwood Village, CO 80111

4b. Tel. No.

(303) 770-2822

4c. Cell No.

4d. Fax No.

4e. e-mail

thooker@cwa-union.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Communications Workers of America, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

/s William R. Reinken

William R. Reinken, Attorney

(signature of representative or person making charge)

(Print/Type name and title or office, if any)

Tel. No.

(303) 721-7399

Office, if any, Cell No.

Fax No.

e-mail

wreinken@cwa-union.org

Address 8085 E Prentice Ave, Greenwood Village, CO 80111 Date 11-17-2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-297654Date Filed
6/15/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Cellco Partnership d/b/a Verizon Wireless		b. Tel. No. (800) 621-9900
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 1405 SE Everett Mall Way Everett, WA 98208	e. Employer Representative Hans Vestberg, CEO	g. e mail hans.vestberg@verizon.com
		h. Number of workers employed 20
i. Type of Establishment (factory, mine, wholesaler, etc.) Telecommunications Service Provider	j. Identify principal product or service Telecommunications Services	

The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3), (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about June 11, 2022, (b) (6), (b) (7)(C) was discriminated against on the basis of (b) (6), (b) (7)(C) participation in Board-related activities. Verizon discriminated against (b) (6), (b) (7)(C) as part of its campaign to discourage protected concerted activity, discourage membership in the Union, and to interfere, restrain and coerce employees in the exercise of their Section 7 rights.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Communications Workers of America, AFL-CIO

4a. Address (Street and number, city, state, and ZIP code) 8085 E Prentice Ave Greenwood Village, CO 80111	4b. Tel. No. (303) 770-2822
	4c. Cell No.
	4d. Fax No.
	4e. e mail thooker@cwa-union.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Communications Workers of America, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s William R. Reinken

William R. Reinken, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.
(303) 721-7399

Office, if any, Cell No.

Fax No.

e mail
wreinken@cwa-union.org

Address 8085 E Prentice Avenue, Greenwood Village, CO 80111 Date 6-15-2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

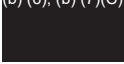
UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-297732	Date Filed 6/16/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer 360 Sheet Metal, LLC		b. Tel. No. (360) 750-8558
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2400 NE 65th Ave. Suite A WA Vancouver 98661	e. Employer Representative (b) (6), (b) (7)(C) 	g. e-mail (b) (6), (C) @360sheetmetal.com
		h. Number of workers employed 15
		i. Type of Establishment (factory, mine, wholesaler, etc.) Others
j. Identify principal product or service Duct work		

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Brian Noble

International Association of Sheet Metal, Air, Rail, and Transportation Workers, Local 16

4a. Address (Street and number, city, state, and ZIP code) 2379 NE 178th Ave Suite 16 OR Portland 97230	4b. Tel. No. (503) 254-0123
	4c. Cell No.
	4d. Fax No.
	4e. e-mail bnoble@smw16.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.Scott Strickland
Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

2379 NE 178th Ave Suite 16

Address Portland OR 97230

Date 06/16/2022 10:53:16 AM

Tel. No.
(503) 254-0123

Office, if any, Cell No.

Fax No.

e-mail
sstrickland@smw16.org**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

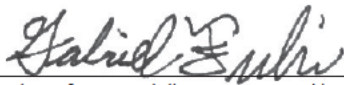
Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Threat	06/08/2022
(b) (6), (b) (7)(C)	Threat	06/08/2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-297756	Date Filed 6/16/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Cadman Seattle	b. Tel. No. (b) (6), (b) (7)(C) c. Cell No. f. Fax. No. g. e-mail (b) (6), (b) (7)(C)@cadman.com h. Number of workers employed 49
d. Address (Street, city, state, and ZIP code) PO Box 97038 Redmond, WA 98073	e. Employer Representative (b) (6), (b) (7)(C)
i. Type of Establishment (factory, mine, wholesaler, etc.) Construction Supplies & Fixtures	j. Identify principal product or service Concrete
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
Within the last six months, the Employer has violated the Act by, among other things, engaging in unlawful surveillance of a known Union supporter.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number)	
General Teamsters Local Union # 174	
4a. Address (Street and number, city, state, and ZIP code) 14675 Interurban Ave S Tukwila, WA 98168	4b. Tel. No. 206-441-7470 4c. Cell No. 4d. Fax No. 4e. e-mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
International Brotherhood of Teamsters	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Gabe Frumkin, Attorney (Print/type name and title or office, if any) Date 06/16/2022
Tel. No. 206-257-6012 Office, if any, Cell No. Fax No. 206-378-4132 e-mail frumkin@workerlaw.com	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**AMENDED CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE

Case

19-CA-297756

Date Filed

7/21/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Cadman Seattle		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) PO Box 97038 Redmond, WA 98073	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@cadman.com
		h. Number of workers employed 49
i. Type of Establishment (factory, mine, wholesaler, etc.) Construction Supplies & Fixtures	j. Identify principal product or service Concrete	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the Employer has violated the Act by, among other things, engaging in unlawful surveillance of a known Union supporter, requiring a known Union supporter to work excessive extra hours, and deviating from past practice by requiring a known Union supporter to undergo a physical examination upon (b) (6) return to work. The Employer engaged in this course of conduct in retaliation for the Union supporter's support for the Union and participation in protected activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

General Teamsters Local Union #174

4a. Address (Street and number, city, state, and ZIP code)

14675 Interurban Ave S
Tukwila, WA 981684b. Tel. No.
206-441-7470

4c. Cell No.

4d. Fax No.

4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



Gabe Frumkin, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Date 7/21/2022

Tel. No.
206-257-6012

Office, if any, Cell No.

Fax No. 206-378-4132

e-mail
Frumkin@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-297758	Date Filed 6/16/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation	b. Tel. No. (206) 318-2212
	c. Cell No.
	f. Fax No.
c. Address (Street, city, state, and ZIP code) 3625 Broadway A, Everett, WA 98201	e. Employer Representative Howard Schultz, President and CEO
	g. e-mail hschultz@starbucks.com
	h. Number of workers employed approx. 20
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
Within the past six months the Employer discriminated against employee (b) (6), (b) (7)(C) by discharging (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) concerted, protected activities or Union activity and/or in order to discourage union activities or membership. The Union seeks 10(j) relief.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number)	
Workers United	
4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575 9065
	4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
Service Employees International Union	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge)	Marina Multhaup, Attorney (Print/type name and title or office, if any)
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Tel. No. (206) 257-6001
	Office, if any, Cell No.
	Fax No. 206-378-4132
	e-mail multhaup@workerlaw.com
	Date 6/16/2022

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**1st AMENDED CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-297758	Date Filed 11/3/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation	b. Tel. No. (206) 318-2212
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 3625 Broadway Everett, WA 98201	e. Employer Representative Howard Schultz, CEO
	g. e-mail hschultz@starbucks.com
	h. Number of workers employed approx. 29
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachment	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	
Marina Multhaup, Attorney (Print/type name and title or office, if any)	
Date 11/03/2022	
Tel. No. (206) 257-6001	
Office, if any, Cell No.	
Fax No. (206) 378-4132	
e-mail multhaup@workerlaw.com	

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PRIVACY ACT STATEMENT**

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Attachment

Within the last six (6) months, Starbucks has interfered with, restrained, and/or coerced employees in the exercise of their Section 7 rights in violation of Section 8(a)(1) by:

- On about May 13, 2022, by (b) (6), (b) (7)(C)
 - telling employees that they were not permitted to write on the whiteboard;
 - threatening employees with unspecified reprisal if they wrote on the whiteboard;
 - threatening employees with discharge if they wrote on the whiteboard;
 - creating the impression of surveillance and engaging in surveillance of employee's protected activities; and
 - instructing employees, via the group crew chat, not to support the union.
- On about May 14, 2022, by (b) (6), (b) (7)(C) interrogating employees about their union sentiments and support.
- On about May 21, 2022, by (b) (6), (b) (7)(C)
 - telling employees that they were not permitted to write on the whiteboard; and
 - threatening employees with unspecified reprisal if they wrote on the whiteboard.


In addition, on about (b) (6), (b) (7)(C) 2022, Starbucks discharged its employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) union and/or protected, concerted activities, and/or in order to discourage other employees in the exercise of such activities, in violation of Sections 8(a)(1) and (3).

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-297794	Date Filed 6/16/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212	
		c. Cell No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134		e. Employer Representative Howard Schultz, CEO	
		g. e-mail hschultz@starbucks.com	
		h. Number of workers employed Approx. 150	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop		j. Identify principal product or service Food and Beverage	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months the Employer has unlawfully interrogated applicants for jobs at certain designated high-value "heritage" stores in order to determine whether they have pro-union sympathies, with the intent of keeping potential union supporters from being employed at those stores.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United			
4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22nd St Philadelphia, PA 19103		4b. Tel. No. (646) 448-6414	
		4c. Cell No.	
		4d. Fax No. (215) 575-9065	
		4e. e-mail rminter@pjbwu.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Seattle, WA 98119 Address Seattle, WA 98119		Tel. No. (206) 257-6001 Office, if any, Cell No. Fax No. (206) 378-4132 e-mail multhaup@workerlaw.com	
Marina Multhaup, Attorney (Print/type name and title or office, if any) Date 06/16/2022			

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-297798	Date Filed 6/17/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer BRASHEAR ELECTRIC INC.		b. Tel. No. (509) 783-1001
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 1601 COLUMBIA PARK TRL STE 204 WA Richland 99352	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@brashearelectric.com
		h. Number of workers employed 40
i. Type of Establishment (factory, mine, wholesaler, etc.) Construction Services	j. Identify principal product or service Electrical Construction	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Rylan Mitchell Grimes Organizer
International Brotherhood of Electrical Workers Local Union 112

4a. Address (Street and number, city, state, and ZIP code) 114 N Edison St WA Kennewick 99336-1958	4b. Tel. No. (509) 735-0512
	4c. Cell No. (509) 619-4547
	4d. Fax No. (509) 735-0514
	4e. e-mail rylang@ibew112.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
International Brotherhood of Electrical Workers, ALF-CIO**6. DECLARATION**I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.Rylan Mitchell Grimes
Organizer

(signature of representative or person making charge)

(Print/type name and title or office, if any)

114 N Edison St

Address Kennewick WA 99336-1958

Date 06/17/2022 08:47:10 AM

Tel. No.
(509) 735-0512Office, if any, Cell No.
(509) 619-4547Fax No.
(509) 735-0514e-mail
rylang@ibew112.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Selective Enforcement of Agreement	(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-297934	Date Filed 6/21/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Connections Education LLC d/b/a Washington Connections Academy		b. Tel. No. 360-338-6340
		c. Cell No. 360-338-6340
		f. Fax. No. 360-628-8808
c. Address (Street, city, state, and ZIP code) 111 Tumwater Blvd. SE, Suite B203 Tumwater WA 98501	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @waca.connectionsacademy.org
		h. Number of workers employed Approximately 104
i. Type of Establishment (factory, mine, wholesaler, etc.) Online K-12 Education Provider	j. Identify principal product or service K-12 Education	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months the employer has intimidated workers exercising their protected Section 7 rights and interfered with their protected activities by, subjecting workers to mandatory and coercive captive audience meetings.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employees International Union, Local 925


4a. Address (Street and number, city, state, and ZIP code) 1914 N. 34 th St. Suite 100 Seattle WA 98103	4b. Tel. No. (206) 322-3010
	4c. Cell No. (253) 297-9149
	4d. Fax No. (206) 547-5581
	4e. e-mail sbright@seiu925.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true
to the best of my knowledge and belief.



(signature of representative or person making charge)

Kathleen P. Barnard

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Date 06/21/2022

Tel. No. (206) 257-6002
Office, if any, Cell No.
Fax No. (206) 378-4132
e-mail barnard@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION
1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-298023	Date Filed 6/22/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Amazon.com Services, LLC.		b. Tel. No. (206) 266-1000
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 440 Terry Avenue N WA Seattle 98109	e. Employer Representative Andrew Jassy CEO	g. e-mail
		h. Number of workers employed 1000000
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1,5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C) (signature of representative or person making charge)	(b) (6), (b) (7)(C) (Print/type name and title or office, if any)	Tel. No. (b) (6), (b) (7)(C)
		Office, if any, Cell No.
		Fax No.
Address (b) (6), (b) (7)(C)		e-mail (b) (6), (b) (7)(C)
Date 06/22/2022 07:28:01 AM		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they joined or supported a union.

Name of Employer's Agent/Representative who made the statement	Approximate date
(b) (6), (b) (7)(C)	06/08/2022

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by promising better working conditions if employees did not join or support a union.

Name of Employer's Agent/Representative who made the statement	Approximate date
(b) (6), (b) (7)(C)	06/08/2022

8(a)(5)

Within the previous six months, the Employer failed and refused to recognize the union as the collective bargaining representative of its employees.

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 19-CA-298023

Date Filed
6/24/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Amazon.com Services, LLC.	b. Tel. No. (206) 266 1000
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 440 Terry Avenue N WA Seattle 98109	e. Employer Representative Andrew Jassy CEO
	g. e mail
	h. Number of workers employed 1000000
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service
The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1,5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
An Employer Representative made unlawful statements in a public forum. The Employer refuses to recognize the Union, and in spite of an election in which employees voted decisively to unionize, the Employer wishes to bypass the union so that it can deal directly with its employees. Both The Employer's statements & actions have the potential to inflict irreparable injury upon ongoing union organizing efforts throughout the country .	
(b) (6), (b) (7)(C) filing charge (if labor organization, give full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
(signature of representative or person making charge)	(Print/type name and title or office, if any)
(b) (6), (b) (7)(C)	
Address	Date 06/24/2022
	Tel. No. (b) (6), (b) (7)(C)
	Office, if any, Cell No.
	Fax No.
	e mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-298027Date Filed
6-21-2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Pacific Aerospace & Electronics-Bonded Metals		b. Tel. No. (360) 683-4167
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2249 Diamond Point Road WA Sequim 98382	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7) pacaero.com
		h. Number of workers employed 8

i. Type of Establishment (factory, mine, wholesaler, etc.) Aerospace & Defense	j. Identify principal product or service
---	--

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Jonathan Shapiro
IAM District Lodge 751

4a. Address (Street and number, city, state, and ZIP code) 9125 15th Place South WA Seattle 98108	4b. Tel. No. (206) 538-8820
	4c. Cell No.
	4d. Fax No.
	4e. e-mail jshapiro@iam751.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
International Association of Machinists

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Jonathan Shapiro

(signature of representative or person making charge)

(Print/type name and title or office, if any)

9125 15th Place South

Address Seattle WA 98108

Date 06/21/2022 04:05:31 PM

Tel. No.
(206) 538-8820

Office, if any, Cell No.

Fax No.

e-mail
jshapiro@iam751.org**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

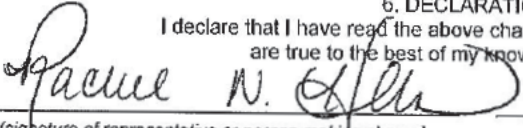
Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-298084	Date Filed 6/22/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Loomis Fargo	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 4202 East Freya Spokane, WA 99223	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@us.loomis.com
	h. Number of workers employed 50
i. Type of Establishment (factory, mine, wholesaler, etc.) Armored car facility	j. Identify principal product or service Security
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or around (b) (6), (b) (7)(C) 2022, and continuing to date, the Employer has repudiated the CBA by refusing to reinstate the employment of (b) (6), (b) (7)(C) after the grievance objecting to (b) (6), (b) (7)(C) termination had been granted.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Union, Security, Police and Fire Professionals of America (SPFPA) and its Local 13	
4a. Address (Street and number, city, state, and ZIP code) 25510 Kelly Rd. Roseville, MI 48066	4b. Tel. No. 586-772-7250
	4c. Cell No.
	4d. Fax No. 586-772-9644
	4e. e-mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Union, Security, Police and Fire Professionals of America (SPFPA)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge) Rachel N. Helton, Attorney (Print/type name and title or office, if any)	
Tel. No. 313-964-5600	
Office, if any, Cell No.	
Fax No. 313-964-2125	
e-mail rachel@unionlaw.net	
Address 28 W. Adams, Ste. 300, Detroit, MI 48226 Date Jun 22, 2022	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-298127	Date Filed 6/23/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer The GEO Group, Inc.		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.
		g. e-mail (b) (6), (b) (7)(C)@geogroup.com
d. Address (Street, city, state, and ZIP code) 4955 Technology Way FL Boca Raton 33431	e. Employer Representative (b) (6), (b) (7)(C)	h. Number of workers employed 300

i. Type of Establishment (factory, mine, wholesaler, etc.) Others	j. Identify principal product or service Security
--	--

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5,1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) g charge (if labor organization, give full name, including local name and number)
UGSOA Local 883 President Local 883

4a. Address (Street and number, city, state, and ZIP code) 2602 S. - 38th Street Unit #36 WA Tacoma 98409	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) UGSOA International Union
--

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

2602 S. - 38th Street Unit #36

Address Tacoma WA 98409

Date 06/23/2022 12:05:18 PM

Tel. No. (b) (6), (b) (7)(C)
Office, if any, Cell No. (b) (6), (b) (7)(C)
Fax No.
e-mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from engaging in protected concerted activities.

Work Rule
People are not properly trained

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
Forcing unit members to perform non unit member wo	04/27/2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-298200Date Filed
6/24/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Shunyata Research Inc.		b. Tel. No. (360) 598-9935
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 26273 12 Trees Lane NW Suite D WA Poulsbo 98370	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 20
i. Type of Establishment (factory, mine, wholesaler, etc.) Misc. Fabricated Products	j. Identify principal product or service Premium Audio Equipment/Cables	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 06/24/2022 01:58:27 PM

Tel. No.
(b) (6), (b) (7)(C)Office, if any, Cell No.
(b) (6), (b) (7)(C)

Fax No.

e-mail
(b) (6), (b) (7)(C)WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages, hours, or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Threat of termination if incident repeated again	(b) (6), (b) (7) /2022

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from engaging in protected concerted activities.

Work Rule
Work questions routed through supervisors

DocuSign Envelope ID: 178B626F-4781-423E-BFBC-91FCEB290FA2

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

19-CA-298270

6/27/2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Bothell Pediatric & Hand Therapy		b. Tel. No. (425)481-1933
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 18504 Bothell Way NE, Bothell, TX 98011	e. Employer Representative Carol Dean	f. Fax No.
		g. e-mail carold@bpht.com
		h. Number of Workers Employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Clinic	j. Identify Principal Product or Service Pediatric clinic	

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On June 24, 2022 the Employer discriminated against employee Kaitlyn Resendez by terminating her in retaliation for and/or in order to discourage protected concerted activities.

Since about the past six months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by threatening employees with discipline if they discussed their wages with one another.

Since about the past six months, the Employer as interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by promulgating and maintaining a rule prohibiting employees from discussing their wages, hours, and working conditions.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Kaitlyn Resendez

4a. Address (Street and number, city, state, and ZIP code)

18414 104th Ave. NE, Apt. 222, Bothell, WA 98011

4b. Tel. No.

(210)601-9323

4c. Cell No.**4d. Fax No.****4e. e-mail**

kresendez99@gmail.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

DocuSigned by:



(signature of representative or person making charge)

Kaitlyn Resendez

(Print/type name and title or office, if any)

Date: 6/24/2022

Address: 18414 104th Ave. NE, Apt. 222,
Bothell, WA 98011

Tel. No.

(210)601-9323

Office, if any, Cell No.**Fax No.****e-mail**

kresendez99@gmail.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-298296

Date Filed

6/27/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Marathon Petroleum		b. Tel. No. (360) 293-9119
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 10200 March Point Rd. WA Anacortes 98221	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)
		h. Number of workers employed 200
i. Type of Establishment (factory, mine, wholesaler, etc.) Chemical Manufacturing	j. Identify principal product or service Refined Products	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) of party filing charge (if labor organization, give full name, including to (b) (6), (b) (7)(C)^{er})
United Steelworkers Local 12-591

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
United Steelworkers

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 06/27/2022 04:36:39 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-298529

Date Filed

6/29/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer 1stMile LLC		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 1stMile 8383 158 Ave NE, #100 WA Redmond 98052	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @1stmile.com
		h. Number of workers employed 12
i. Type of Establishment (factory, mine, wholesaler, etc.) Technology	j. Identify principal product or service customer support for an app	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Katie Romich District Director of Organizing
CWA Local 7800

4a. Address (Street and number, city, state, and ZIP code)

8085 E Prentice Ave
CO Greenwood Village 80111

4b. Tel. No.

(303) 770-2822

4c. Cell No.

(720) 469-0658

4d. Fax No.

4e. e-mail

kromich@cwa-union.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Communications Workers of America

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.Katie Romich
District Director of Organizing

(signature of representative or person making charge)

(Print/type name and title or office, if any)

8085 E Prentice Ave

Address Greenwood Village CO 80111

Date 06/29/2022 04:48:19 PM

Tel. No.

(303) 770-2822

Office, if any, Cell No.

(720) 469-0658

Fax No.

e-mail

kromich@cwa-union.org

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
Announced return to office policy without bargaini	06/15/2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-298530Date Filed
6/29/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United Parcel Service		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 6177 N Basin Avenue OR Portland 97217	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @ups.com
		h. Number of workers employed 38
i. Type of Establishment (factory, mine, wholesaler, etc.) Transportation	j. Identify principal product or service Package Delivery	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Alex Garcia Business Agent
Teamsters Local 690

4a. Address (Street and number, city, state, and ZIP code) 1912 North Division Street Ste 200 WA Spokane 99207	4b. Tel. No. (509) 720-9139
	4c. Cell No.
	4d. Fax No.
	4e. e-mail agarcia@teamsterslocal690.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.Alex Garcia
Business Agent

(signature of representative or person making charge)

(Print/type name and title or office, if any)

1912 North Division Street Ste 200

Address Spokane WA 99207

Date 06/29/2022 05:06:40 PM

Tel. No.
(509) 720-9139

Office, if any, Cell No.

Fax No.

e-mail
agarcia@teamsterslocal690.org**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
Installing Camera"s into the Package Cars	06/29/2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-298551

Date Filed

6/30/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 3625 Broadway Everett, WA 98201	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed approx. 29
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months the Employer has violated its workers' Weingarten rights by disciplining (b) (6), (b) (7)(C) for asserting (b) (6), (b) (7)(C) Weingarten rights and refusing to allow a Weingarten representative to be present during an investigatory interview.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(signature of representative or person making charge)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Date 06/30/2022

Tel. No.

(206) 257-6001

Office, if any, Cell No.

Fax No.

(206) 378-4132

e-mail

multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**1st AMENDED CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-298551	Date Filed 11/3/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT					
a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212			
		c. Cell No.			
		f. Fax No.			
d. Address (Street, city, state, and ZIP code) 3625 Broadway Everett, WA 98201		e. Employer Representative Howard Schultz, CEO			
				g. e-mail hschultz@starbucks.com	
				h. Number of workers employed approx. 29	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop		j. Identify principal product or service Food and Beverage			
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.					
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachment					
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United					
4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103		4b. Tel. No. (646) 448-6414			
		4c. Cell No.			
		4d. Fax No. (215) 575-9065			
		4e. e-mail rminter@pjbwu.org			
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union					
<p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p> (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119</p>		<p>Tel. No. (206) 257-6001</p> <p>Office, if any, Cell No.</p> <p>Fax No. (206) 378-4132</p> <p>e-mail multhaup@workerlaw.com</p>			
<p>Marina Multhaup, Attorney (Print/type name and title or office, if any)</p> <p>Date 11/03/2022</p>					

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Attachment

Within the last six (6) months, Starbucks has interfered with, restrained, and/or coerced employees in the exercise of their Section 7 rights in violation of Section 8(a)(1) by:

- On about June 21, 2022,
 - by (b) (6), (b) (7)(C) [REDACTED]
 - creating the impression of surveillance and/or engaging in surveillance of Store employees' union and/or protected, concerted activities; and
 - telling Store employees that their crew chat app would be going away in response to their union and/or protected, concerted activities; and
 - by (b) (6), (b) (7)(C) [REDACTED]:
 - attempting to conduct an investigatory interview of a union-represented employee in the absence of a Union representative, despite the employee's repeated request for a *Weingarten* representative; and
- On about June 28, 2022,
 - by (b) (6), (b) (7)(C) [REDACTED]
 - threatening Store employees that they would be separated from the Company if they continued to engage in union and/or protected, concerted activities using the Store's whiteboard; and
 - by (b) (6), [REDACTED] and (b) (6), (b) (7)(C) [REDACTED]
 - attempting to conduct an investigatory interview of a union-represented employee in the absence of a Union representative despite the employee's request for a *Weingarten* representative, after insisting that the employee's Union representative leave the room.

In addition, on about (b) (6), (b) (7)(C) [REDACTED], 2022, Starbucks issued a corrective action (and a revised corrective action) to employee (b) (6), (b) (7)(C) [REDACTED] in retaliation for (b) (6), [REDACTED] union and/or protected, concerted activities, including (b) (6), [REDACTED] asserting (b) (6), [REDACTED] *Weingarten* rights, and/or in order to discourage other employees in the exercise of such activities, in violation of Sections 8(a)(1) and (3).

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case 19-CA-298626

Date Filed 6/29/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Fred Meyer Stores		b. Tel. No. (b) (6), (b) (7)(C)	
		c. Cell No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) 101 Wellsian Way, Richland, WA 99352		e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) P.O. Box 42121, Portland, Oregon 97242-0121	
		g. e-Mail (b) (6), (b) (7)(C)@fredmeyer.c	
		h. Number of workers employed 500 plus	
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail		j. Identify principal product or service groceries and general merchandise	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (1) (3) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the employer has discriminated against and unlawfully terminated the employment of bargaining unit employee (b) (6), (b) (7)(C)			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food and Commercial Workers Union, Local No. 3000			
4a. Address (Street and number, city, state, and ZIP code) 5030 First Avenue South, Suite 200, Seattle, WA 98134 c/o Teasha Karell		4b. Tel. No. 206-436-6700	
		4c. Cell No.	
		4d. Fax No.	
		4e. e-Mail tkarell@ufcw3000.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union, AFL-CIO			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. 253-528-0278	
By  (signature of representative or person making charge)		Office, if any, Cell No.	
James G. McGuinness (Print/type name and title or office, if any)		Fax No. 253-528-0276	
4218 227th Ave. Ct. East, Buckley, WA 99321		e-Mail (b) (6), (b) (7)(C)	
Address		6-29-2022 (date)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-296860	Date Filed 6-1-2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Aerospace Machinist 751		b. Union Representative to contact (b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 9125 15th PI S WA Seattle 98108		d. Tel. No. (206) 763-1300	e. Cell No.
		f. Fax No.	g. e-Mail (b) (6)@iam751.org
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer IAM CREST		4a. Tel. No. (301) 967-4707	b. Cell No. (202) 510-4372
		c. Fax No.	d. e-Mail Mouthout@iamaw.org
5. Location of plant involved (street, city, state and ZIP code) 9000 Machnist Place MD Upper Mar boro 20772			6. Employer representative to contact Michael Oathout
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (signature of representative or person making charge) (b) (6), (b) (7)(C) (Print/type name and title or office, if any)		Tel. No. (b) (6), (b) (7)(C)	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
Address (b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)	
		(date) 06/01/2022 02:13:15 PM	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by requiring nonmembers to pay dues and fees that are not related to representational activities.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE

Case 19-CB-296860

Date Filed
7/19/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name International Aerospace Machinist 751		b. Union Representative to contact (b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 9125 15th Pl S WA Seattle 98108		d. Tel. No. (206) 763-1300	e. Cell No.
		f. Fax No.	g. e-Mail (b) (6) @iam751.org
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A) (2) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Name of Employer IAM CREST		4a. Tel. No. (301) 967 4707	b. Cell No. (202) 510-4372
		c. Fax No.	d. e-Mail Mouthout@iamaw.org
5. Location of plant involved (street, city, state and ZIP code) 9000 Machnist Place MD Upper Marlboro 20772		6. Employer representative to contact Michael Oathout	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I, (b) (6), (b) (7)(C) are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (Print/type name and title or office, if any)		Tel. No. (b) (6), (b) (7)(C)	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
Address (b) (6), (b) (7)(C)		e Mail (b) (6), (b) (7)(C)	
(date) 06/01/2022 02:13:15 PM			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by requiring nonmembers to pay dues and fees that are not related to representational activities.

8(b)(2)

The Employer requires its employees to become members of a union as a condition of employment, deducts union dues from the wages of those employees, and transmits those dues to a labor organization that does not represent employees, in conduct in violation of Section 8(b)(1)(A) and (2) of the Act

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-296884	Date Filed 6/2/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Branch 1528		b. Union Representative to contact (b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 3500 W Court WA Pasco 99301		d. Tel. No. (509) 543-2189	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer USPS		4a. Tel. No. (509) 543-2189	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 3500 W Court WA Pasco 99301			6. Employer representative to contact
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (s _____ of representative or person making charge) (Print/type name and title or office, if any)		Tel. No. (b) (6), (b) (7)(C)	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
Address (b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)	
		(date) 06/02/2022 09:59:39 AM	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS****DO NOT WRITE IN THIS SPACE**

Case

19-CB-297178

Date Filed

6/7/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.**1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT**

a. Name United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Union, District 12		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 24437 Russell Rd Ste 205 Kent, WA 98032-1787		d. Tel. No. (253) 854-4536	e. Cell No.
		f. Fax No. (253) 854-4609	
		g. e-mail (b) (6), (b) (7)(C)@usw.org	

h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the last six months, the above-named Union, through its officers, agents or representatives, failed and refused to fairly represent member (b) (6), (b) (7)(C) and other similarly situated members for unfair, arbitrary, invidious and discriminatory reasons by providing false information regarding resolution of unfair labor practice charges and contract negotiations.

3. Name of Employer Port Townsend Paper Company	4a. Tel. No. (360) 379-2033	b. Cell No.	c. Fax No.
	d. e-mail christina.ta@crownpapergroup.com		

5. Location of plant involved (street, city, state and ZIP code) 100 Mill Rd Port Townsend, WA 98368-2246	6. Employer representative to contact Christina Ta Human Resources Manager
---	--

7. Type of establishment (factory, mine, wholesaler, etc.) Paper Mill	8. Identify principal product or service Paper Products	9. Number of workers employed 100+
--	--	---------------------------------------

10. Full name of party filing charge (b) (6), (b) (7)(C)

11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.	c. Fax No.
	d. e-mail (b) (6), (b) (7)(C)		

12. DECLARATION I declare that I have read the above charge and that the statements (b) (6), (b) (7)(C) the best of my knowledge and belief. (b) (6), (b) (7)(C); an Individual (Print/type name and title or office, if any)		Tel. No. (b) (6), (b) (7)(C)
Address (b) (6), (b) (7)(C) Date 06/07/2022		Cell No.
		Fax No.
		e-mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case	Date filed
		19-CB-297587	6/14/2022
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name SEIU 1199NW		b. Union Representative to Contact	
c. Address 15 S Grady Way #200, Renton, WA 98057		d. Tel. No. (425) 917-1199	e.e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), 1(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Within the last six (6) months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding a hostile work environment created by (b) (6), (b) (7)(C) for arbitrary or discriminatory reasons or in bad faith.</p>			
3. Name of Employer UW Medical Center North West		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 1550 N 115th Street, Seattle, WA 98133		6. Employer representative to contact (b) (6), (b) (7)	
7. Type of Establishment (factory, mine, wholesaler) Hospital	8. Principal product or service Medical services		9. Number of Workers employed 10
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No.		11b. Cell No.
	11c. Fax No.		11d. e-Mail
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		Tel. No. 20
(s)	Print/type name and title or office, if any		Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)		Date:	Fax No.
			e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
 PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)

INTERNET
FORM NLRB-508
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACECase
19-CB-297968Date Filed
6/21/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHTa. Name
Greater Seattle American Postal Workers Unionb. Union Representative to contact
(b) (6), (b) (7)(C)c. Address (Street, city, state, and ZIP code)
P.O. Box 48148
Burien, WA 98148d. Tel. No.
2062416038e. Cell No.
(b) (6), (b) (7)(C)f. Fax No.
2062417939g. e-Mail
(b) (6), (b) (7)(C)

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

(b) (6), (b) (7)(C) has restrain and suppressed (b) (6), (b) (7)(C) in the exercise of my rights to speak at the (b) (6), (b) (7)(C) 22 Executive Board Meeting. (b) (6), (b) (7)(C) told the members that (b) (6), (b) (7)(C) was on my "hit list" to intimidate me. The recording will attest to this and (b) (6), (b) (7)(C) restraining me from speaking on the agenda items. After the meeting we engaged in a mutual verbal argument with salty language, (b) (6), (b) (7)(C) filed a King County Police Report (b) (6), (b) (7)(C) and a criminal K.C. Harassment petition (b) (6), (b) (7)(C), but the Judge dismissed the petition without prejudice. (b) (6), (b) (7)(C) 22 (b) (6), (b) (7)(C) misused (b) (6), (b) (7)(C) authority to quash a motion at the EBM that was passed by the general membership (b) (6), (b) (7)(C) 22 who is the highest ruling body per the GSAL Constitution and By-Laws. The meeting minutes confirms the motion passed. Adding more division (b) (6), (b) (7)(C) list my name on the EMB agenda #10 stating I said " (b) (6), (b) (7)(C) voted No" at the (b) (6), (b) (7)(C) 22 meeting. The (b) (6), (b) (7)(C) 22 recording will verify several people were calling the votes in person and zoom. (b) (6), (b) (7)(C) intentionally ignored the National Constitution and By-Laws when allowing (b) (6), (b) (7)(C) to be involved in union business although the National Constitution is clear that retirees must pay full per capita tax to be a member in good standing. (b) (6), (b) (7)(C) behavior is unbecoming (b) (6), (b) (7)(C) and detrimental to the local union and membership.

3. Name of Employer
GSAL APWU4a. Tel. No.
(b) (6), (b) (7)b. Cell No.
(b) (6), (b) (7)c. Fax No.
2062417939d. e-Mail
(b) (6), (b) (7)(C)5. Location of plant involved (street, city, state and ZIP code)
132 SW 153rd
Burien, WA 981486. Employer representative to contact
(b) (6), (b) (7)(C)7. Type of establishment (factory, mine, wholesaler, etc.)
Union Representation

8. Identify principal product or service

9. Number of workers employed
under 10010. Filing charge
(b) (6), (b) (7)(C)11a. Tel. No.
(b) (6), (b) (7)(C)b. Cell No.
(b) (6), (b) (7)(C)c. Fax No.
(b) (6), (b) (7)(C)d. e-Mail
(b) (6), (b) (7)(C)12. Filing charge (street, city, state and ZIP code.)
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

I declare (b) (6), (b) (7)(C) statements therein are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) charge (Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address (date) 06/17/2022

Tel. No. (b) (6), (b) (7)(C)

Cell No. (b) (6), (b) (7)(C)

Fax No. (b) (6), (b) (7)(C)

e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-298275	Date Filed 6/27/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name United Food and Commercial Workers local 555		b. Union Representative to contact (b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 7095 SW Sanburg St OR Tigard 97223		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C) @ufcw555.org
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Fred Meyer		4a. Tel. No. (360) 619-1700	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 2500 Columbia House Blvd WA Vancouver 98661		6. Employer representative to contact	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.. (b) (6), (b) (7)(C) (Signature of representative or person making charge) (Print/type name and title or office, if any) (b) (6), (b) (7)(C) Address _____ (date) 06/26/2022 12:26:19 PM		Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.